

ARMY NATIONAL GUARD AGR VACANCY ANNOUNCEMENT

STATE OF HAWAII  
DEPARTMENT OF DEFENSE  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD, HONOLULU, HAWAII 96816-4495

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ANNOUNCEMENT NUMBER: FY2025-12

DATE: 01 Jul 25

CLOSING DATE: 15 Jul 25

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POSITION TITLE, PARA LINE, MAXIMUM AUTHORIZED MILITARY GRADE AND MOS:  
First Sergeant, PARA 001 LINE 03, E8, 74D

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APPOINTMENT FACTORS:	OFFICER( )	WARRANT OFFICER( )	ENLISTED(X)
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UNIT AND LOCATION OF POSITION:  
93d Civil Support Team (WMD), Hawaii National Guard, Kapolei, Hawaii 96707

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**WHO MAY APPLY:**

Present members of the Army National Guard in the grades of: E7 to E8. In order to be considered for this position, applicants must meet minimum qualifications as outlined on this announcement.

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**AREA OF CONSIDERATION:**

E7- E8 74D MOS Qualified; Current member of the Active Guard Reserve (AGR) Program of the Hawaii Army National Guard (HIARNG). Non-commissioned officers must be professional military education qualified for their grade. All applicants must possess a valid Secret security clearance. AGR Soldiers within their first 18 months of initial tour may not apply. No waivers authorized.

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**MINIMUM APPOINTMENT REQUIREMENTS:**

For assignment in the AGR Program, an applicant must meet and maintain the qualifications prescribed below, additionally meet standards prescribed IAW NGR 600-5, AR 135-18, NGR 601-1, AR 40-501, AR 40-502, AR 600-9, AR 600-10, AR 600-100, AR 600-8-2, and DA PAM 611-21.

1. Must be a member of the Army National Guard (ARNG).
  2. Soldiers must meet subsequent service criteria for the Title 32 AGR program as listed in AR 135-18, Table 2-1. Soldiers may be disqualified for any criteria as listed in Table 2-2 and 2-3.
  3. Applicants must not currently be under suspension of favorable personnel actions IAW AR 600-8-2.
  4. Single applicants with dependents or applicants married to another service member with dependent(s) must have an approved Family Care Plan upon date of hire.
  5. Applicants must not be a candidate for public office or holding a civil office.
  6. Applicants selected for the AGR program must have a passing Record ACFT and meet Army body fat standards in accordance with AR 600-9.
  7. Selected individual must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-502, Chapter 4, conducted within 12 months prior to initial entry in the AGR program.
  8. Must be medically certified as drug free and have a current Human Immunodeficiency Virus (HIV) test IAW AR 600-110.
  9. Request for exceptions to, or waivers of APPOINTMENT REQUIREMENTS as specified herein will NOT be accepted. Waiver for certain basic ELIGIBILITY CRITERIA will be considered and must receive waiver authority approval IAW AR 135-18.
  10. Persons entitled to Permanent Change of Station (PCS) allowances/benefits may be eligible for consideration contingent upon availability of PCS funds from NGB. Authorization for payment of PCS expenses will be granted only after a determination is made that PCS is in the best interest of the HIARNG and upon availability of funds from the National Guard Bureau (NGB).
  11. Falsification of any eligibility requirements may result in immediate release from the AGR program.
  12. Applicants must be eligible to obtain a government travel card and must not have been suspended by Citi Bank.
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**POSITION COMPATIBILITY REQUIREMENTS:**

The individual(s) must qualify for and be placed in the following compatible MOS/AOC: 74D

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**INSTRUCTIONS FOR APPLYING:**

All applications must be submitted in FTSMCS. Individual applicant is responsible for the completion and turn-in of their application, all contents, and attachments. Completed application packet must be submitted no later than 2359 hours, Eastern Time, on the closing date indicated.

The documents listed WILL be submitted "AS A MINIMUM". If any of the required documents are not reasonably available to you, a brief letter will be submitted citing the documents missing with a short explanation necessary to certify the Soldier as eligible. Failure to do so may result in a finding of ineligibility and may cause the applicant to lose consideration for this position. Additional documents not required in accordance with the posted job announcement will not be sent forward to the Selecting Official.

1. NGB Form 34-1.
2. Individual Medical Record (IMR) printout from MEDPROS. Periodic Health Assessment (PHA) must be dated within the last 12 months to be valid.
3. DA Form 3349, all current profiles for medical and physical limitations (if applicable). If not applicable, upload a document to state Not Applicable for DA 3349 to satisfy FTSMCS requirement.
4. Last five (5) Non-Commissioned Officer Evaluation Reports (NCOERs) - Current and previous four (4), if applicable. If not applicable, upload a document to state Not Applicable for NCOER to satisfy FTSMCS requirement.
5. Soldier Record Brief (SRB), selection board redacted version. Validated or certified within six months of this JVA's closing date. Ensure that DA Photo, race, ethnicity, and gender identification data is removed prior to submission. Include your civilian email address on the upper right-hand corner.

6. All DD 214s, DD 215s, and DD 220s to verify all previous active service.
7. NGB Form 23B Army National Guard Retirement Points History Statement.
8. Proof of highest level of Civilian Education acquired.
9. Security Clearance Verification Memo, current, within 6 months. Memo must be verified by the Soldier's appointed unit security manager or the HIARNG Security Manager.
10. DA Form 705 (Record ACFT/AFT) - reflecting most current passing record ACFT or AFT. Additionally, include three (3) previous record ACFTs/AFTs for a total of four (4) scores submitted. ATMS ITR printout will not be accepted.
11. DA Form 5500/5501 - All applicants must submit four (4) DA Form 5500/5501s. At least one (1) must be reflecting current HT/WT data and dated within six (6) months of the JVA closing date. If within HT/WT standards (IAW AR 600-9), complete Name, Rank, HT, WT, and Age only. If exceeding HT/WT standards, a fully completed DA Form 5500/5501 must be submitted. All forms must be certified by two (2) unit representatives. ATMS ITR printouts will not be accepted.
12. Memo explaining any gaps or missing required documents (DD214, DD215, DD220, DA705, DA5500/5501, NCOER/OER, etc.) If not applicable, upload a document to state Not Applicable for Memorandum to satisfy FTSMCS requirement.
13. Letter(s) of Recommendation specific to the JVA (optional). If not applicable, upload a document to state Not Applicable for Letters of Recommendation to satisfy FTSMCS requirement.

For help with the FTSMCS application, please refer to Hawaii National Guard HRO site: <https://dod.hawaii.gov/hro/job-vacancies/>. Click on FTSMCS Instructions Tab.

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**BRIEF JOB DESCRIPTION:**

1. Supervisory Controls: Receives general and specific guidance from the 93rd CST commander.
2. Justification: Department of Defense Reform Initiative Directive #25: DoD Plan for Integration of the National Guard and Reserve Component into Domestic Weapons of Mass Destruction Terrorism Response. Program Budget Decision (PBD) 712 establishes the mission of homeland defense for the National Guard. This position supports the requirements as established by the DoD plan and PBD 712. Department of Defense Authorization and Appropriation Bill for FY01, signed 25 Oct 99, authorized the creation of seventeen (17) additional Weapons of Mass Destruction-Civil Support Teams.
3. Position Description: Serves as the WMD-CST NCOIC; manages the enlisted force and resolve enlisted force issues impacting the readiness of the WMD-CST. Responsible for the organization and supervision of the WMD-CST main command post (CP). Plans for future operations and acts as central point of contact for all lessons learned during WMD-CST deployment. Standardizes the WMD-CST pre-deployment checklist and implements a system to track personnel entering/exiting a WMD incident site. Utilizes an execution checklist with code words to monitor Chemical, Biological, Radiological, and Nuclear (CBRN) response. Meets with civilian and military groups to brief WMD-CST concept, organization and mission. Implements new WMD-CST personnel management policies.

Employs WMD-CST SOPs, demonstrates appropriate operation control over WMD-CST operations throughout a CBRN response. Knows the incident command system (ICS) employed at the state (local) level to coordinate the activities of any attached or assigned CBRN units. Implements the overall tactical standard operating procedures (SOP) for the WMD-CST. Plans, conducts, and evaluates individual and collective CBRN training and provides technical advice on all CBRN operations and hazards to the Commander. Responsible for deploying a trained and effective CBRN unit to a suspected or known WMD terrorist incident. Ensures immediate response to natural or man-made disasters to assist local, state, tribal and federal civil authorities. Establishes direct liaison with emergency responders and emergency management officials. Maintains formal certifications as a HAZMAT Technician, Ropes Rescue, and Confined Space Technician. Must have knowledge of CBRN antidote, safe patient extraction, and crime scene preservation techniques. Serves as the Site Safety Officer for all real world callouts, training exercises, and evaluations. Responsible for the health, morale, and training of 21 Officers and NCOs. Enforces established policies and standards pertaining to performance, care, conduct, appearance, effective personnel utilization, management, and training. Responsible for over \$10 million dollars of property, one office building, and a fleet of vehicles. Assists the Commander in developing and maintaining unit readiness reports, yearly training guidance and conducts pre-incident planning.

Exercises appropriate operational control over CST operations throughout a response. Receives general and specific guidance from the Commander and coordinates operations with the Deputy Commander and Operations Officer.

**SPECIAL ELIGIBILITY REQUIREMENTS FOR WMD-CST DUTY:** To qualify for selection to WMD-CST positions, the applicant must –

- (a) Have a physical profile of 222222 or better, no waivers authorized.
- (b) Complete a physical examination IAW paragraph 8g of Enclosure H, CNGBM 3501.00 dated 10 Jan 2020 before completion of the hiring process. HAZMAT Technician certification requires that each individual on the WMD-CST maintains the minimum medical standards noted throughout their duty assignment.
- (c) Undergo urinalysis drug screen testing upon entry on active duty, and periodic testing while assigned to WMD-CST duty.
- (d) Meet AOC/MOS qualifications for their duty position within 12 months of their assignment to the unit. An extension may be granted as an exception to policy IAW NGR 600-5 when WMD-CST training and MOS qualification courses cannot both be accomplished in the initial 12 months through no fault of the service member.
- (e) Uphold the highest standards of conduct and personal appearance.
- (f) Ensure that outside employment, associations and off-duty conduct/activities are consistent with Federal directives on ethics and with State and Federal conflict of interest policies. Commanders must maintain a copy of the written approval for outside employment of AGR members. However, this employment must not impact the unit mission accomplishment or unit readiness.
- (g) Upon selection, member must successfully complete Civil Support Skills Course (CSSC) within the first 12 months of hire. CSSC is an eight to nine week primer course that is a requirement for all CST members.
- (h) Must agree to minimum three-year tour on the WMD-CST after completion of CSSC.
- (i) If the Soldier holds an alternate MOS identified in the WMD-CST TDA, the State will submit an exception to policy request to the appropriate NGB staff section for approval before hiring action is completed.
- (j) All applicants with a history of Physical Profile capacity of P-3 or higher IAW AR 40-501 will be screened out prior to consideration for WMD-CST assignments. Following initial medical screening the applicant must have an AR 40-501 Chapter 3 Accession Standards physical examination incorporating forms, laboratory tests, and screening tests identified in paragraph 3 in Enclosure E in CNGBM 3501.00 for ARNG personnel. This physical examination must also satisfy the Requirements in Code of Federal Regulations (CFR) 1910.120(f). The ability to don and perform physical tasks in PPE is a requirement for all team members. WMD-CST candidates will be screened IAW DA PAM 40-8 and given Pulmonary Function Tests (PFT) prior to accession. These tests will be monitored and results evaluated by the unit HCP. Candidates who do not meet the minimum physical requirements or have medical/psychological conditions that would preclude service on the WMD-CST may not be considered for placement on the WMD-CST. The WMD CST Commander will review the results with the HCP and will determine eligibility for placement.
- (k) The selected individual will be required to pass an Occupational Safety and Health Administration (OSHA) Hazardous Materials physical. Individuals unable to

pass required physical exams may be released from the WMD-CST program. The OSHA physical is a separate requirement from the standard military retention physical or Periodic Health Assessment (PHA). Soldier will need to schedule an OSHA appointment with MTF thru the 93rd CST Physician Assistant, then contact their RNCO with that appointment date to input the RFO (I) All members of the WMD-CST will be administered the standard regimen of individual medical readiness (IMR) immunizations. Given the risk of possible exposure WMD-CST members may encounter while executing their mission, they will also receive the immunizations recommended by the Military Vaccine Agency (MILVAX) IAW AR 40-562. Specifically, WMD-CST members will be administered anthrax and smallpox vaccines IAW DoD guidance.

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**SELECTING SUPERVISOR:**

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**CONTACT INFO:**

SFC Bradford F. Rivera

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**EQUAL OPPORTUNITY:**

The Hawaii National Guard is an Equal Employment Opportunity Employer. Soldiers and Airmen will not be accessed, classified, trained, promoted, or otherwise managed on the basis of race, color, religion, gender, national origin, or reprisal, except as the direct combat probability coding policy applies to women.